

To: G1AG@ODCSPER-NT1.HQUSAREUR.ARMY.MIL
Subject: 071547Z APR 05 ALARACT 069/2005 NCOES POLICY
Importance: Low

TO AL ALARACT(uc)

THIS MESSAGE HAS BEEN SENT BY THE PENTAGON TELECOMMUNICATIONS CENTER ON BEHALF OF DA WASHINGTON DC//DAMO-TRC//

SUBJECT: NCOES POLICY

1. REFERENCES:

- A. AR 350-1, ARMY TRAINING AND EDUCATION, DATED 9 APRIL 2003.
- B. AR 635-200, ACTIVE DUTY ENLISTED ADMINISTRATIVE SEPARATIONS, DATED 16 JULY 2004.
- C. AR 600-20, ARMY COMMAND POLICY, 13 MAY 2002.
- D. AR 614-200, ENLISTED ASSIGNMENT AND UTILIZATION MANAGEMENT, 30 SEPTEMBER 2004.
- E. AR 140-158, ENLISTED PERSONNEL CLASSIFICATION, PROMOTION, AND REDUCTION, 17 DECEMBER 1997.
- F. HQDA MESSAGE, DACS-ZB, DTG R281230Z FEB 03, SUBJECT: DEPLOYMENT IMPACT ON THE ARMY PROFESSIONAL MILITARY EDUCATION SYSTEM.

2. THIS MESSAGE APPLIES TO THE REGULAR ARMY (RA), ARMY RESERVE (USAR) AND ARMY NATIONAL GUARD (ARNG).

3. IN ACCORDANCE WITH REFERENCE 1. A., WHEN SCHEDULED, ATTENDANCE TO NCOES COURSES IS A REQUIREMENT OF ALL SOLDIERS. ATTENDANCE ENHANCES UNIT READINESS AND SELECTION FOR NCOES REPRESENTS A CONSIDERABLE RESOURCE INVESTMENT BY THE ARMY. **THE CURRENT PRACTICE OF CANCELLING SOLDIERS ATTENDANCE AT NCOES WILL CEASE IMMEDIATELY.** COMMANDS MAY REQUEST DEFERMENTS; HOWEVER, THEY MUST BE IAW AR REF 1. A., PARAGRAPH 3-20. IT IS IMPERATIVE THAT COMMANDS AT ALL LEVELS REVIEW AND ENFORCE THIS PROCEDURE.

4. **THE BACKLOG FOR NCOES COURSES IS STEADILY GROWING AND WILL CONTINUE TO INCREASE** WITHOUT FOCUSED ATTENTION FROM OUR LEADERSHIP AT ALL LEVELS. IF THIS SITUATION CONTINUES, IT WILL PUT THE DEVELOPMENT OF OUR FUTURE LEADERS AT HIGH RISK. IT IS IMPERATIVE THAT COMMANDERS, COMMAND SERGEANTS MAJOR, AND FIRST SERGEANTS ENFORCE NCOES COURSE ATTENDANCE ACROSS THEIR COMMANDS TO FILL EVERY AVAILABLE SEAT. MINDFUL OF CURRENT OPERATIONAL DEMANDS, TRADOC HAS ADAPTED COURSES TO ENSURE NCOS RECEIVE THE BEST TRAINING AND EDUCATION POSSIBLE RELATIVE TO THE CONTEMPORARY OPERATING ENVIRONMENT. TRADOC ALSO THOROUGHLY REVIEWED AND REVISED TECHNICAL INSTRUCTION TO ENSURE NCOS ARE BETTER TRAINED COMBAT LEADERS WHEN THEY RETURN TO THEIR UNITS.

5. REGULAR ARMY AND USAR (AGR) SOLDIERS ARE SCHEDULED FOR NCOES ATTENDANCE BY HUMAN RESOURCE COMMAND (HRC). HRC IS WORKING CLOSELY WITH COMMANDS TO MITIGATE DEPLOYMENT CONFLICTS AND IS ATTEMPTING TO MAXIMIZE NCOES ATTENDANCE UTILIZING TDY ENROUTE CAPABILITIES. FOR UNITS DEPLOYING TO OEF/OIF AND OTHER OPERATIONAL AREAS IN SUPPORT OF GWOT, UNIT COMMANDERS WILL IDENTIFY AFFECTED SOLDIERS AND NOTIFY COMMANDER, HRC, ALEXANDRIA (AHRC-EPT-TM) OF THEIR DEFERMENT REQUIREMENTS THROUGH THEIR DIVISION G1. HRC, ALEXANDRIA (AHRC-EPT-TM) WILL ONLY ACCEPT THESE REQUESTS FROM DIVISION G1. REQUESTS FOR OPERATIONAL DEFERMENT MUST BE FULLY JUSTIFIED THROUGH THE DIVISION CSM TO THE FIRST GENERAL OFFICER IN THE CHAIN OF COMMAND (NO FURTHER DELEGATION IS AUTHORIZED) AND SUBMITTED DIRECTLY TO HRC, ALEXANDRIA, ATTN: AHRC-EPT-TM. THE REQUEST MAY BE DISAPPROVED AT ANY LEVEL IN THE MACOM CHAIN OF COMMAND. USAR SOLDIERS ARE SCHEDULED FOR NCOES ATTENDANCE BY UNIT (TPU) AND HRC-ST LOUIS (IMA/IRR/AGR). MOBILIZED SOLDIERS ARE SCHEDULED FOR NCOES ATTENDANCE THROUGH FORSCOM.

6. SINCE COURSE ATTENDANCE IS MANDATED, THE ONLY OPTION FOR A SOLDIER NOT TO ATTEND A SCHEDULED NCOES COURSE IS TO HAVE AN APPROVED DEFERMENT IAW REF 1. A. REGULAR ARMY, USAR (AGR) AND MOBILIZED SOLDIERS WHO DO NOT ATTEND A SCHEDULED NCOES COURSE AND HAVE NOT REQUESTED AND RECEIVED AN APPROVED DEFERMENT WILL BE CLASSIFIED AS A NO-SHOW. COMMANDERS ARE REMINDED OF THEIR AUTHORITY, AS OUTLINED IAW REF 1. C, WITH REGARD TO APPROPRIATE ADMINISTRATIVE OR PUNITIVE ACTION FOR THOSE FAILING OR DECLINING TO COMPLY WITH ARMY REQUIREMENTS. A NO-SHOW REPORT WILL BE PROVIDED BY THE G-3/5/7 (DAMO-TR) TO THE MACOMS ON A MONTHLY BASIS TO ASSIST IN THE MANAGEMENT PROCESS TO ENSURE ACCURATE UTILIZATION OF NCOES COURSES.

7. REGULAR ARMY, USAR (AGR) AND MOBILIZED SOLDIERS ARE NOT AUTHORIZED TO DECLINE ATTENDANCE TO ANCOC, BNCOC OR PLDC. SOLDIERS WILL ATTEND SCHEDULED NCOES COURSES OR HAVE AN APPROVED DEFERMENT. DECLINATIONS FOR USAR WILL BE PROCESSED IAW REF 1. E., PARAGRAPH 3-32.1. NON MOBILIZED NATIONAL GUARD SOLDIERS WILL PROCESS DECLINATIONS IN MEMORANDUM FORMAT. THE MEMORANDUM WILL BE SIGNED BY THE SOLDIER AND WITNESSED BY AN OFFICER OR NCO AND PROCESSED THROUGH THE CHAIN OF COMMAND THROUGH THE STATE CSM TO THE NATIONAL GUARD READINESS CENTER, TRAINING DIVISION (NGB-ART) FOR APPROVAL.

8. SOLDIERS SELECTED TO ATTEND THE SERGEANT MAJOR COURSE IN CONJUNCTION WITH A PCS WHO DECLINE TO ATTEND AND WHO HAVE MORE THAN 19 YEARS AND 6 MONTHS ACTIVE FEDERAL SERVICE MUST SUBMIT A RETIREMENT APPLICATION. RETIREMENT APPLICATION MUST BE SUBMITTED WITHIN 30 DAYS OF NOTIFICATION OF SELECTION IN ACCORDANCE WITH REF 1. (A AND B). THE RETIREMENT DATE WILL BE NO LATER THAN 6 MONTHS FROM THE DATE OF NOTIFICATION OF SELECTION. ARNG AND USAR SMC DECLINATIONS ARE PROCESSED UNDER PROCEDURES ESTABLISHED BY THE CNGB AND CAR RESPECTIVELY.

9. POC FOR THIS ACTION IS CSM LIONEL PARKER, SGM DANIEL ALLTOP, OR RON SCHEXNAYER, DAMO-TR, (703) 614-9812/9700/9701 RESPECTIVELY.

10. THIS MESSAGE WILL EXPIRE 7 APRIL 2007.